STATE OF UTAH

Division of Community Development

JOINT ETHNIC WORK PLAN FOR THE STATE OF UTAH OFFICES OF ASIAN, BLACK, HISPANIC, AND PACIFIC ISLANDER AFFAIRS

In collaboration with the Martin Luther King, Jr., Human Rights Commission



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Division Director's Message

Governor Leavitt's "Thousand Day Plan" identifies investing in Utah's people as a high priority. The Governor's economic strategies of economic viability and developing Utah as a center for technology investment, employment, and entrepreneurship are reminders, if any are needed, about the importance of the rich customs, cultures, traditions, and diversity our state boasts. For more than two decades the state's ethnic offices have contributed to the state's success by representing important voices in state government, providing access to talent that can serve the state not only on volunteer boards, commissions, and councils but as state employees and elected officials.

I am pleased to present the Work Plan for Utah's four ethnic offices and the Martin Luther King, Jr., Human Rights Commission. The offices and their volunteer advisory boards are working on issues of Criminal Justice, Economic Opportunities, Education, Health, and the Governor's Initiative on Families Today (GIFT). The Martin Luther King Jr., Human Rights Commission is taking the message of "Unity Through Diversity" across the state.

Critical ingredients in the successes the offices and King Commission enjoy are the appointed board and commission members. It has been my privilege to attend dozens of these meetings and see first hand the great service provided in representing Utah's diverse communities. We are blessed in each case with a dedicated chair assisted by passionate council or commission members; lively discussion, dialogue, and sometimes controversy are signs of the vigor and vitality the councils and commission bring to state government in their various roles.

We are lucky, too, in the high quality of individuals we have as directors of the offices and staff support for the King Commission. These persons represent a unique and talented pool that works together in harmony, sharing a passion for service that is an inspiration to other state employees. I commend the teamwork that has resulted in the enclosed report.

Sincerely,

Kerry William Bate, Director

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Division of Community Development





Introduction

The State of Utah Offices of Asian, Black, Hispanic, and Pacific Islander Affairs are mandated by Executive Order to ensure that state government is responsive to the needs of the ethnic communities. Over the years, the offices found it essential to develop a Joint Work Plan in order to focus on primary issues that impact the ethnic communities within our state. The 2001-2002 fiscal year has come to a close and this is the Ethnic Offices' sixth Joint Ethnic Work Plan.

The Ethnic Offices have developed the joint work plan to include Governor Leavitt's 1000-Day Plan strategies. These strategies include investing in people; developing Utah as a center for technology, employment, entrepreneurship, and enhanced quality of life. These strategies align themselves with what the directors seek to improve in the areas of education, health, economic development, and criminal justice for ethnic communities across the state of Utah. Our work with the Governor's Initiative on Families Today (G.I.F.T.) will continue by organizing conferences for the ethnic communities to enhance family values and recognize young achievers.

The Ethnic Offices collaborate with the Advisory Councils by conducting meetings within various communities to receive input and direction on the issues that impact the focus of the Work Plan. From these community meetings, the consistent message received continues to be the overwhelming impact that education has on the quality of life within the ethnic communities. This has prompted the Ethnic Directors to place a greater emphasis on educational issues. The ethnic communities concluded that in order to maintain the progress on the previous years' objectives, the Ethnic Offices should proceed with the same objectives in the 2002-2003 Joint Ethnic Work Plan.

Tricia T. Sugiyama, Acting Director Asian Affairs

Licia Sigujama

Leticia Medina, Director Hispanic Affairs Bonnie J. Dew, Director Black Affairs

William P. Afeaki, Director Pacific Islander Affairs





Michael O. Leavitt Sovernor Executive Order

CREATING THE STATE OF UTAH OFFICES OF ASIAN, BLACK, HISPANIC, AND POLYNESIAN AFFAIRS

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is in the best interest of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between government agencies and ethnic citizens;

Now, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

- 1. There is created the State of Utah Offices of Asian, Black, Hispanic, and Polynesian Affairs. The Governor shall appoint a director for each office who shall serve at the pleasure of the Governor.
- 2. The director of each office shall conduct the following activities to determine whether state issues impacting Asian, Black, Hispanic, and Polynesian citizens are being addressed by state government:
 - a. Meet with the Asian, Black, Hispanic, and Polynesian Advisory Councils on a regular basis to address each council's findings and recommendations regarding state government's level of responsiveness;
 - b. Review state policy, agencies, programs, and projects to determine the impact on Asian, Black, Hispanic, and Polynesian citizens of Utah;
 - c. Inform and recommend the state agencies and other entities how they can increase or improve their level of responsiveness to ethnic citizens;
 - d. Serve as a resource for state government so it can increase or improve its level of responsiveness to ethnic citizens;



- e. Develop a work plan that addresses identified state issues and sets monitoring strategies;
- f. Inform Asian, Black, Hispanic, and Polynesian citizens about state government's resources; and
- g. Report to the Governor's Office on an annual basis about state government's responsiveness to Asian, Black, Hispanic, and Polynesian citizens of Utah and other issues impacting these citizens;
- 3. The directors of each office shall coordinate resources and activities to increase the level of responsiveness of state government to all ethnic citizens.
- 4. The director of the Division of Business and Economic Development within the Department of Community and Economic Development shall supervise the directors of the State of Utah, Offices of Asian, Black, Hispanic, and Polynesian Affairs.
- 5. The Department of Community and Economic Development shall provide office space and necessary administrative support to assist the director in performing his or her duties. The types and kind of support shall be determined by the Executive Director of the Department of Community and Economic Development.
- 6. Funding for the State of Utah, Offices of Asian, Black, Hispanic, and Polynesian Affairs shall be contingent upon appropriations from the Legislature.
- 7. This supersedes any previous Executive Orders relating to these offices.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 20th day of August, 1996.

Michael O. Leavitt

ATTEST:

January

Olene S. Walker

Lieutenant Governor



Michael O. Leavitt Governor
Executive Order

Changing the Name of the State of Utah Office of Polynesian Affairs and of the Polynesian Advisory Council to the State Office of Pacific Islander Affairs and the Pacific Islander Advisory Council.

Whereas, the State of Utah Office of Polynesian Affairs was created within the Department of Community and Economic Development by an executive order dated August 20, 1996;

Whereas, the Polynesian Advisory Council was created by a separate executive order of the same date; and

Whereas, it is now desirable to change the name of both of these bodies to identify more appropriately the communities and individuals served by the office and the council;

NOW THEREFORE, I, Michael O, Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, hereby order as follows:

- The State of Utah Office of Polynesian Affairs shall henceforth be known as the State Office of Pacific Islander Affairs.
- The Polynesian Advisory Council shall henceforth be known as the Pacific Islander Advisory Council.
- This executive order does not alter the organization, function, authority, responsibility, or purpose of the office or the council, as currently set forth in the executive orders creating those bodies dated August 20, 1996. Those orders remain in effect in all respects except ifor the name change.

IN WITNESS WHEREOF, I set my hand and cause to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, this 16th Day of December, 1999

Michael O. Leavitt

Governor





Michael O. Leavitt Governor

Executive Order

Reauthorizing the State of Utah Martin Luther King, Jr. Human Rights Commission

WHEREAS, Dr. Martin Luther King Jr. summoned the best qualities that guide and sustain the American spirit and our nation's commitment of equality and justice, freedom, and peace; and

WHEREAS, he awakened the necessary goodness of our people and led a nonviolent movement that enriched our moral purpose as a nation; and

WHEREAS, this human rights movement advocated nonviolent methods of social change in the struggle for justice, equality, and freedom; and

WHEREAS, he raised the consciousness of our country through his personal dream of a nation where all people are judged, not by the color of their skin, but by the content of their character; and

WHEREAS, Dr. Martin Luther King Jr. was recognized on November 2, 1983, by the United States Congress and the President in the enactment of legislation establishing the third Monday in January as a national holiday in celebration of Dr. King's birthday, beginning in 1986; and

WHEREAS, the State of Utah recognizes the significance of Dr. King's life and accomplishments and the State Legislature passed S.B. 17 in 1986, which set aside the third Monday in January to observe as the anniversary of the birth of Dr. Martin Luther King Jr. known as Human Rights Day; and

WHEREAS, the Martin Luther King Jr. Human Rights Commission was created by executive order on July 1, 1991;



NOW, THEREFORE, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby reauthorize the Martin Luther King Jr. Human Rights Commission as follows:

- 1. There is created the Martin Luther King, Jr. Human Rights Commission.
- 2. The Martin Luther King, Jr. Human Rights Commission shall promote Human Rights Day holiday by:
 - A. Encouraging appropriate ceremonies and activities commemorating the federal holiday, which occurs on the third Monday of January each year.
 - B. Provide advice and assistance to governments and private organizations on the observance of this federal holiday.
 - C. Coordinate efforts with Americans of diverse backgrounds and with private organizations on the observance of the holiday.
 - D. Seek to involve all sectors, private and public, in a conscious effort to promote diversity, equity and human rights.
- 3. The Martin Luther King Jr. Human Rights Commission shall promote the principles of human rights by:
 - A. Working diligently to promote education and awareness of the principles of human rights for all.
 - B. Conducting workshops and training in human rights to be utilized by public and private sectors and school systems.
 - C. Partnering with Public Education to assist public schools in promoting appropriate events to honor human rights and the holiday.
 - D. Promoting training in the principles of nonviolence.
 - E. Serving as a resource for state government so it can increase or improve its level of responsiveness to human rights.
- 4. The Commission shall be organized as follows:
 - A. The Commission shall consist of Fifteen (15) members representing the diversity of the State of Utah appointed by the governor to four-year terms. The governor may adjust the length of terms to ensure that the terms of board members are staggered so that approximately one half of the board is appointed every two years.

2002-2003 Joint Ethnic Work Plan





- B. The members of the Commission may not serve more than two consecutive four year terms.
- C. Vacancy occurs in the membership for any reason, the replacement shall be appointed by the governor for the un expired term.
- D. The governor shall appoint one of the members as chair.
- E. The Commission shall meet at least quarterly or more often if necessary as determined by the Commission chair or at the request of the governor.
- F. Eight members of the Commission constitute a quorum for the transaction of business.
- G. Members of the Commission shall receive no compensation or benefits for their services, but may receive per diem and expenses incurred in the performance of the member's official duties at the rates established by the Division of Finance under Utah Code Sections 63A-3-106 and 63A-3-107. Members may decline to receive per diem and expenses for their services.
- 5. The Commission shall forward an annual report to the governor.
- 6. The Division of Community Development shall provide oversight and administrative support to the Commission contingent upon appropriations from the Legislature.
- 7. This supersedes all previous Executive Orders related to this Commission.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah this 30th day of November, 1999



Michael O. Leavitt Governor

ATTEST:

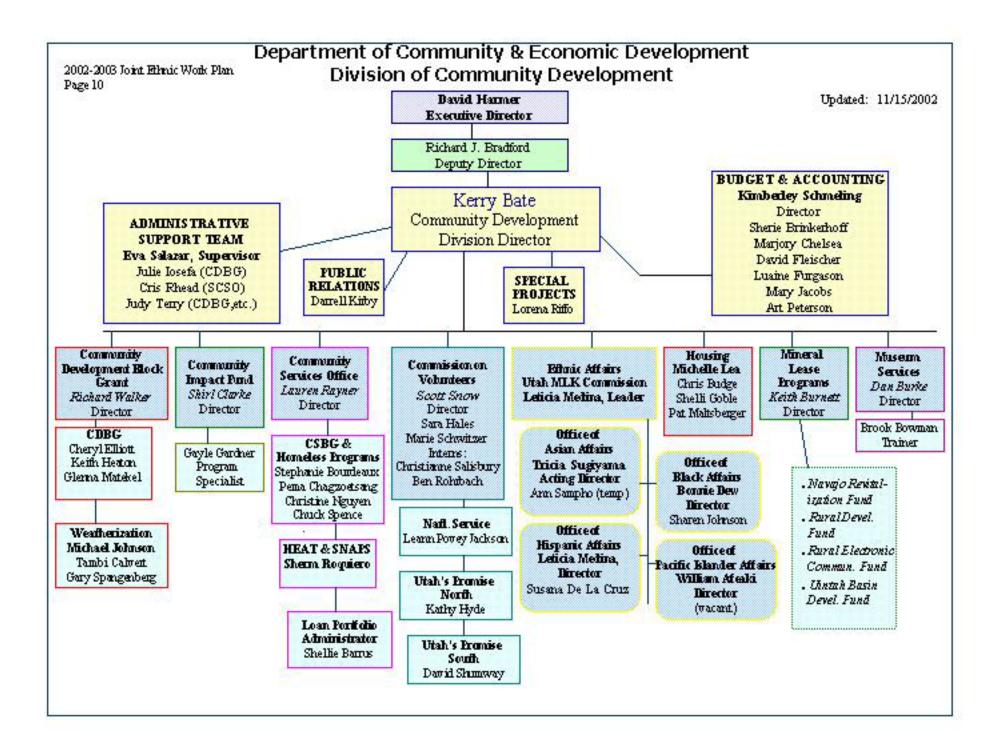
Olene S. Walker Lieutenant Governor

2002-2003 Joint Ethnic Work Plan

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HISTORY	1995 LEGISLATIVE STUDY	1996 ETHNIC TASK FORCE	NEW EXECUTIVE ORDERS AND 1997-1998 JOINT ETHNIC WORK PLAN	JOINT ETHNIC WORK PLAN 1998 - 1999 2000 - 2001 1999 - 2000 2001 - 2002
The Ethnic Offices and Advisory Councils were created by Executive Orders. Initially, the appointees served as ombudsmen between ethnic citizens and state government. These positions evolved into directors addressing policy making issues. Creation of the Ethnic Offices: 1972 - Office of Black Affairs and the Black Advisory Council 1973 - Office of Hispanic Affairs and the Hispanic Advisory Council 1980 - Office of Asian Affairs and Asian Advisory Council 1988 - Polynesian Advisory Council under the Office of Asian Affairs 1994 - Office of Polynesian Affairs 1998- Partnership with Division of Indian Affairs. 2000- Office of Polynesian Affairs became the Office of Pacific Islander Affairs. 2001-Partnership with the Martin Luther King, Jr. Human Rights Commission. 2001- Transfer Ethnic Offices to Division of Community Development	1. The 1995 Legislative Appropriations Committee allocated \$25,000 to study the purpose of the Ethnic Offices and the Ethnic Councils. 2. Bonneville Research conducted the study and identified the following issues: * The 1994 Executive Order should be rewritten * Constituents. * Establish Subcommittees * Ethnic Offices should remain as part of the Division of Business and Economic Development. * Funding through an approved annual work program. * Clarification of the roles and responsibilities of the Offices of Ethnic Affairs and th Advisory Councils.	1. The 1996 Legislative Appropriations Committee proposed that an Ethnic Task Force be created. 2. The Ethnic Task Force met for several months to address issues identified during the 1996 Legislature. The Task Force was composed of legislators, community leaders and state administrators. 3. The Ethnic Task Force was facilitated by Phyllis Caruth. The Task Force addressed the following areas: * Vision * Mission * Reporting Structure * Accounting * Process for communicating with the governor * Executive Order/Clarification * Policy-internal and external * Customers * Services and Programs State Agencies, Governor's Office, Information/Referral and Community Relations. * Statement of Work Deliverables * Training * Physical Location of the Ethnic Affairs Office * Funding and Staffing	1. After reviewing the 1996 Ethnic Task Force recommendations, the Governor's Office rewrote and issued two Executive Orders to outline the work of the offices and councils. 2. The Ethnic offices and the Advisory Council convened a number of community meetings to identify issues of concern from the ethnic citizens of Utah. * Access to Public Services * Advisory Councils * Criminal Justice System (Adults) * Criminal Justice System (Juveniles) * Discrimination * Diversity Training * Economic Opportunities * Education * Health * Welfare Reform These issues were formalized and printed as the first Joint Ethnic Work Plan (1997-1998).	The Ethnic Offices developed a more in depth focus on the following objectives: * Criminal Justice * Economic Opportunities * Education * Health and the Governor Initiative on Families Today (G.I.F.T.) 1999-2000 Joint Ethnic Work Plan In consultation with the Advisory Councils and the ethnic populations of Utah it was felt that the Ethnic Offices will continue with the same objectives. Two additional objectives that would impact the ethnic populations of Utah were also added. * Resource for Government and Citizens * 2002 Salt Lake Olympic Legacy 2000-2001 Joint Ethnic Work Plan In consultation with the Advisory Councils, the Ethnic Offices will continue to focus on the same objectives, with an emphasis on Education. 2001-2002 Joint Ethnic Work Plan The Ethnic Offices continued with the same four objectives, with additional focus on encouraging ethnic participation in the 2002 Salt Lake Olympic experience. 2002-2003 Joint Ethnic Work Plan The Ethnic Offices continued with the same four objectives, with an emphasis on the Governor's 1000- Day Economic Plan.





TEAMWORK STRATEGY

The directors shall continue to use the teamwork strategy concept that has been used for the last four years. They are teamed in pairs to ensure that the optimum time is spent in working the assigned objectives. The two person teams are responsible for meeting all their objectives' deliverables within the timeline that are laid out in the Work Plan. Also, each director will work individually with their respective communities and Advisory Council to disseminate the information and findings on each of the objectives. Furthermore, all directors will provide the added emphasis to education by assigning each director a specific school district to address ethnic issues in.

TEAM WORK FOR THE 2002-2003 JOINT ETHNIC WORK PLAN				
Objective	Leader			
CRIMINAL JUSTICE	Leticia Medina	Tricia Sugiyama		
ECONOMIC OPPORTUNITIES	Tricia Sugiyama	Leticia Medina		
EDUCATION	Bonnie Dew	William Afeaki		
	William Afeaki Tricia Sugiyama Leticia Medina Bonnie Dew	Granite District Salt Lake District Jordan District Ogden District		
HEALTH	William Afeaki	Bonnie Dew		
RESOURCE FOR GOVERNMENT AND CITIZENS	Each Director will work individually with their communities and Advisory Councils.			
GOVERNOR'S 1000-DAY PLAN	Collaborative effort by all Directors			
GOVERNOR'S INITIATIVE ON FAMILIES TODAY (G.I.F.T.)	Each Director will work individually with their communities and Advisory Councils.			

DCED Ethnic Offices – Criminal Justice

Objective 1

To address inequities in confinement and recidivism within the criminal justice system among ethnic communities.

Systems Strategy

• Collaborate with and provide input to entities within the criminal justice system.

Community Strategy

 Facilitate increased awareness and understanding within the ethnic communities of the criminal justice system, through the dissemination of information and educational outreach.

Tasks

- Facilitate the increased usage of Utah Multi-Agency Cultural Competency Curriculum (UMACCC) in the training of criminal justice employees in at least four (4) counties;
- Develop partnerships with federal and state law enforcement agencies to address issues of inequities, racial profiling, and hate crimes;
- Assess the current Security Threat Group's (STG) policies and procedures, and their impact on the ethnic inmates in the adult correctional facilities;
- Address the recidivism rate for ethnic inmates and address the availability of culturally competent resources.

Tasks

- Educate ethnic communities about legal processes by facilitating at least four (4) symposiums;
- Identify at least ten (10) attorneys who specialize in criminal, immigration, employment, family or civil law;
- Recognize three (3) law enforcement agencies for their efforts in working with the ethnic communities:
- Assist the Commission on Racial & Ethnic Fairness in convening at least five (5) public forums, to report the outcomes of the Task Force recommendations.

- Increased knowledge of law enforcement and judicial process;
- Improved cultural competence among criminal justice employees;
- Reduced number of ethnic inmates committed to Security Threat Group Units (STG's) in adult correctional units;
- Increased availability of transitional programs and services for ethnic inmates;
- Gain media coverage regarding ethnic criminal justice issues.



DCED Ethnic Offices – Economic Opportunity

Objective 2

To increase awareness, access, and participation in economic development within the ethnic communities

Strategies

- Organize business symposiums to promote ethnic economic development and *enhance quality* of life;
- Collaborate with Small Business Administration (SBA); identify and recognize successful ethnic business owners;
- *Invest in people* by collaborating with Department of Workforce Services (DWS) in fostering cultural integration in the workplace;
- Assess the practices of the Utah Labor Commission and monitor the implementation of recommendations made by the U.S. Office of Civil Rights.

Tasks

- Facilitate at least four (4) ethnic business symposiums to link financial resources and ethnic business *entrepreneurs*;
- Identify and recognize four (4) successful "up and coming" business entrepreneurs and four (4) "established" business owners from the ethnic communities;
- Assist SBA in the organization and sponsorship of Minority Enterprise Development Week;
- Participate on the Cultural Integration Advisory Council (CIAC), and assist in the organization of the annual Cultural Integration Symposium;
- Review the Utah Anti-discrimination & Labor Division's (UALD) Annual Report in order to extrapolate data and their outcomes on the following issues: wage and labor, fair housing, and employment discrimination complaints;
- Review the recommendations of the U.S. Office of Civil Rights and monitor implementation.

- Expansion of ethnic-owned businesses;
- Improved services provided by the UALD;
- Decreased ethnic unemployment rates;
- Increased worker safety;
- Gain media coverage regarding ethnic economic development issues.



DCED Ethnic Offices - Education

Objective 3

To improve educational achievement and equity in the ethnic communities

Systems Strategy

- Assess and address the administrative practices of Utah State Office of Education (USOE) and monitor the implementation of statutes and recommendations made by the U.S. Office of Civil Rights (USOCR);
- Assess and address higher education opportunities for the ethnic communities

Tasks

- Review the recommendations of the USOCR Report on USOE, and monitor implementation;
- Attend at least two (2) State Board of Education meetings, and present findings and concerns from the ethnic communities;
- Meet at least twice with the Governor's Deputy on Education, and present findings and concerns from the ethnic communities;
- Develop a partnership with Salt Lake, Jordan, Granite, and Ogden School Districts (due to their high concentration of ethnic students), and meet at least twice with Superintendents to address the following:
 - ACT, SAT, and Advance Test scores
 - Ethnic graduation/drop-out rates
 - Proficiency of English Learners and high-risk students;
- Review the results of the UPASS pilot tests, and assess ethnic student's achievement levels
- Develop strategies for increasing graduation rates for ethnic students;
- Partner with the Commissioner of Higher Education's Ethnic Minorities Advisory Committee to address the Board of Regent's diversity goals.

Community Strategy

 Facilitate increased awareness and understanding within the ethnic communities of the educational system, through the dissemination of information and educational outreach.

Tasks

- Educate the ethnic communities about the educational system by facilitating at least four (4) symposiums;
- Recognize at least four (4) facilitators of ethnic student's success in education:
- Attend at least six (6) Coalition of Minorities Advisory Council (CMAC) meetings to maintain communication between CMAC and the ethnic offices.

Outcomes

- Improved parental involvement with the education of ethnic students;
- Increased awareness of the Ethnic Offices and their Advisory Councils within the four (4) focus school districts:
- Improved test scores and increased number of ethnic high school graduates;
- Increased awareness of higher educational opportunities within the ethnic community;
- Gain media coverage regarding educational issues within the ethnic communities.

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DCED Ethnic Offices – Health

Objective 4

To increase health education, awareness, and access within the ethnic communities

Systems Strategies

 Collaborate with the Department of Health (DOH) and the Department of Human Services (DHS) to ensure ethnic health issues are addressed.

Community Strategies

 Facilitate increased awareness and understanding within the ethnic communities of the health system, through the dissemination of information and educational outreach.

Tasks

- Participate in the Ethnic Health Advisory
 Committee (EHAC) to assess health care access
 and services within the ethnic communities;
- Participate in the Aging and Adult Services Advisory Committee to assess ethnic participation
- Participate in the Utah Substance Abuse and Anti-Violence Coordinating Council (USAAV) and the Domestic Violence Advisory Committee (DVAC) to provide input for the ethnic communities;
- Facilitate at Least six (6) outreach efforts to the ethnic communities to increase insurance coverage in the following areas:
 - CHIP
 - Medicare
 - Medicaid
- Assess current "best practices" in cultural competency for:
 - Customer Services
 - Health Care Access
 - Interpretation Services
 - Outreach

Tasks

- Facilitate at least six (6) health forums to educate and provide resources to the ethnic communities in the following areas:
 - Cancer
 - Aging
 - Mental Health
 - Domestic Violence
 - HIV/AIDS
- Link with AARP programs and services to increase ethnic community's participation.

- Improved health care access for ethnic families;
- Increased awareness of ethnic health needs:
- Increased number of ethnic citizens enrolled in health insurance coverage;
- Increased cultural competence among health care providers;
- Gain media coverage regarding ethnic health issues.



DCED Ethnic Offices - Martin Luther King, Jr., Human Rights Commission

Objective 5

To promote Dr. Martin Luther King's ideals of diversity, equality, and human rights for all people

Strategy

• Collaborate with the Dr. Martin Luther King Jr. (MLK) Human Rights Commission.

Tasks

- Ensure that each ethnic office has at least one representative on the MLK Commission;
- Support at least eight (8) MLK Speaker's Bureau activities;
- Provide staff and technical support to the MLK Commission.

- Increased collaboration between the ethnic offices and MLK Commission;
- Better public understanding of diversity, equality and human rights;
- Gain media coverage regarding the MLK Commission's activities.